WR-ALC Contracting Workforce Development Successes

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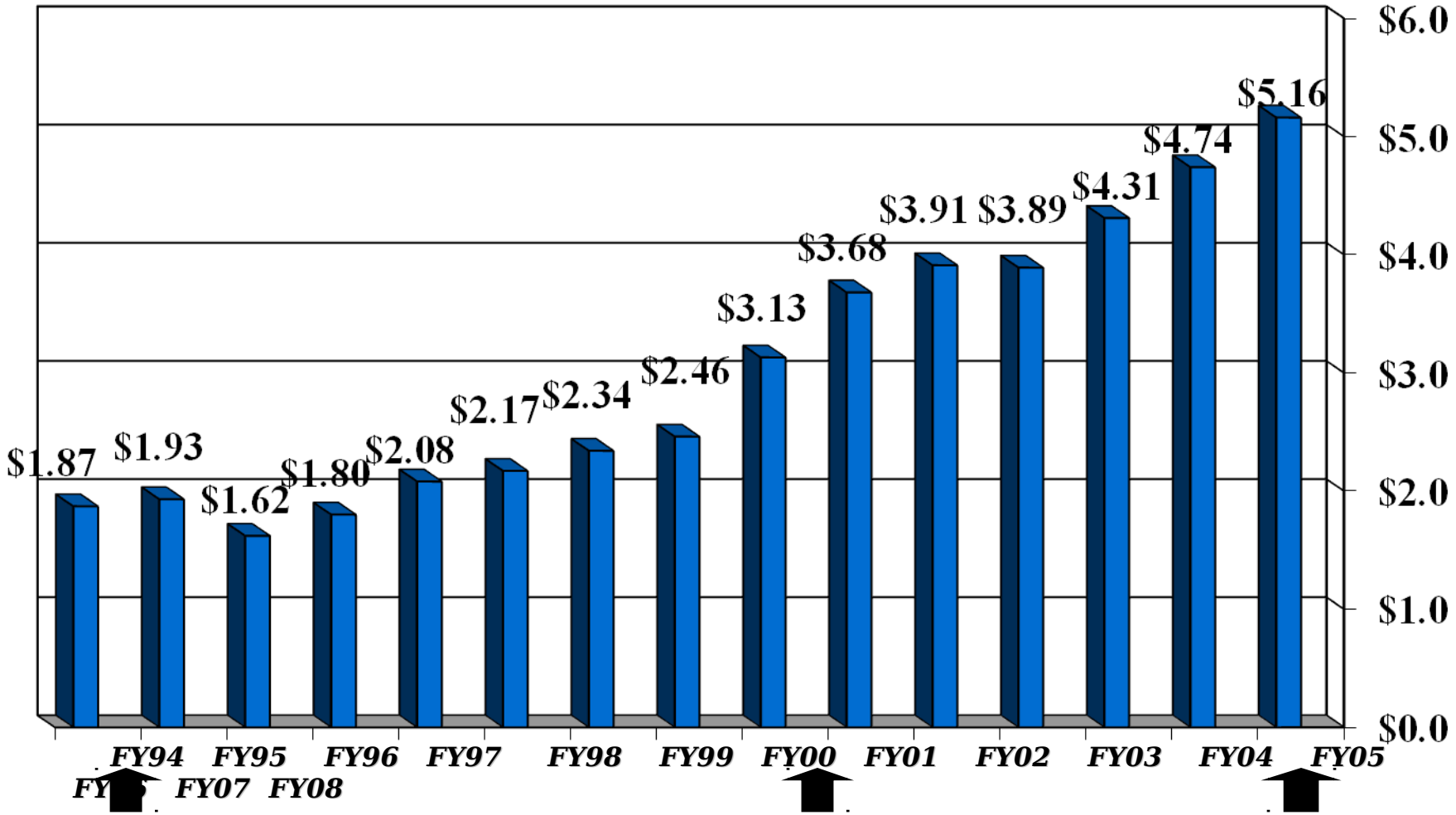
Background

- Approximately 400+ Contract Specialist positions at WR-ALC
- **Burning issue: 15% workforce currently retirement eligible with 20% eligible in the next 5 years**
- Imminent need for 'ready-to-work' employees

Increased Workload-Reduced Manpower

Contracts Awarded
($ Billions)



a/o 1 Oct

Recognized Successes

Factors contributing to 2008 USD (AT&L) Workforce Development Award (Silver-Small Org)

- **Established partnership among**
  - **Warner Robins Air Logistics Center (WR-ALC)**
  - **Macon State College (MSC)**
  - **Defense Acquisition University (DAU)**
  - **Aerospace Industry Committee (AIC)**
- **Hired 71 New Trainees in 2008**
- **Developed 12 week Jumpstart "hands-on" training program for new trainees**
- **PK University**

Educational Partnership

- **Partnership among**
  - **Warner Robins Air Logistics Center (WR-ALC)**
  - **Macon State College (MSC)**
  - **Defense Acquisition University (DAU)**
  - **Aerospace Industry Committee (AIC)**
- **MOU Signed October 2007**
- **Purpose - to implement the Contracting Concentration at MSC School of Business**
- **Must be reviewed bi-annually to insure its purpose is fulfilled and to make any revisions**

Educational Partnership Contracting Curriculum

- MOA signed October 2007 established a new MSC Contracting curriculum
- Three 3-semester hour courses were developed (equivalent to ten DAU courses – level I/II courses)
- First course offered January 2008
- Goal: To produce ready-to-work employees and reduce time required to produce contracting officers
- Courses are taught by RAFB Subject Matter Experts

Educational Partnership Contracting Curriculum

- Courses open to business students and other qualified students interested in learning about government contracting
- Students who complete the courses start at a higher pay level; GS-7 step 6 ilo GS-7 step 1
- Courses can be taken as business electives
- Cost Avoidance: ~ $14,000 per employee

Contracting Curriculum/ Student Enrollment

- **Three Courses:**
  - **Principles of Contracting**
  - **Contract Evaluation and Award**
  - **Contract Pricing**

	4151	4152	4153
Spring 08	34		
Summer 08	19	16	10*
Fall 08	20	8	
Spring 09	19	13**	15

- ***Seven of the ten students have been employed by RAFB as contract specialists**
- ****** Eight of the 13 students are also enrolled in 4153**

Benefits of Partnership

- **Combined benefits: 7 of 10 students completing first Contracting series have been hired by RAFB as Contract Specialist**
- **MSC Benefits: 154 students**
- **RAFB Benefits: Foundation for Students in Jumpstart or workplace enabling better absorption/ application of material**
- **Ancillary Benefits**
  - **Attendees include Local Contractor Employees and Government employees from other disciplines**
- **Potential export to other Agencies**

Recruiting and Hiring

- **WR-ALC/PK Workforce Development and Analysis Branch Recruits/Hires utilizing:**
- **Recruitment**
  - **Roadshows at Partnership College/Universities**
  - **College-sponsored "Parent's Night"**
  - **Aerospace Industry Committee/Chamber of Commerce**
- **Student Career Experience Program (SCEP)**
  - **College Juniors/Seniors work 20 - 32 hrs/week**
- **Copper Caps - AFPC**
- **Defense Career Intern Program (DCIP)**
  - **2 yr training program GS 7 target 11**

Workforce Development

Enhancements to expedite 5 – 7 year estimate for development of contracting officer

- **Jumpstart Training**
  - 10 – 12 week training course
  - "Hands-on" training
  - Fundamentals of Contracting – over 50 module topics
  - Complete level 1 and continuous learning classes
- **PK University**
  - 70+ Classes
  - New topics/policies – refresher training
- **Career Boards**
- **Rotational Assignments**
- **Home Office Monitors APDP and CL training**

Questions???